

STATEMENT OF UNDERSTANDING REGARDING CONDITIONS OF TEMPORARY EMPLOYMENT

I understand that the offer of employment I am accepting is a temporary limited appointment. I further understand that the temporary limited appointee:

1. does not acquire competitive status under a temporary limited appointment or eligibility to be non-competitively converted to a career-conditional appointment;
2. does not serve a probationary period;
3. is not eligible for promotion, reassignment, or transfer to other jobs, but may be detailed to another position in the agency. Details of temporary employees are subject to the same time limits and documentation requirements as details of permanent employees;
4. is not eligible for coverage under the Civil Service Retirement System, the Federal Employees Retirement System, or the Federal Employees Group Life Insurance Program. (In certain cases, an employee serving temporary appointment may be eligible to continue such coverage when the temporary appointment follows, without a break in service in excess of 3 days, employment in a covered position);
5. is not eligible for coverage under the Federal Employee Health Benefits (FEHB) Program until the employee has completed at least 1 year of current, continuous service. This coverage is subject to special conditions. Employees may also carry over FEHB coverage when they move from covered positions to temporary appointments;
6. is not covered by adverse action procedures under 5 USC 4303 AND 5 USC 7511 even when converted to a new temporary appointment with total service extending beyond 1 year because each temporary appointment is always limited to 1 year or less;
7. is not a competing employee under reduction-in-force procedures and may be terminated at any time upon notice in writing from the employing agency;
8. is not eligible for within-grade increases when serving in a General Schedule (GS) position, even when the employee has been extended beyond one year. An employee serving under a temporary limited appointment in a Federal Wage Grade (WG) position is eligible for within-grade increases in certain cases;
9. is eligible to work on an intermittent, part-time, or full-time basis;
10. earns leave (except military leave) when appointed to a position with a regularly scheduled tour of duty (either full or part-time). All regularly scheduled temporary employees earn sick leave, and those appointments are made for more than 90 days also earn annual leave;
11. is subject to the rules applicable to reemployed annuitants in FPM Supplement 831-1, if the appointee is receiving an annuity from the civil service retirement and disability fund.

SIGNATURE_____ DATE_____